

PAY DIFFERENTIAL 287
PERFORMANCE RECOGNITION PAY DIFFERENTIALS

Established: 01/13/04

Amended: 01/13/04, 07/01/04, 06/06/06, 03/02/07, 10/08/07

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Chief Actuary	5407	M01	0 – 40% of Annual Base Pay	9M	CalPERS
General Counsel, CalPERS, CEA	7500				
Chief Operating Investment Officer, California Public Employees' Retirement System	4654		0 – 75% of Annual Base Pay		
Chief Investment Officer, Public Employees' Retirement System	4692				
Portfolio Manager, Public Employees' Retirement System (Asset Allocation/Risk Management)	4668				
Portfolio Manager, Public Employees' Retirement System (Alternative Investments)	4657				
Portfolio Manager, Public Employees' Retirement System (Fixed Income)	4670				
Portfolio Manager, Public Employees' Retirement System (Global Equities)	4677				
Portfolio Manager, Public Employees' Retirement System (Real Estate)	4684				
Senior Investment Officer, Public Employees' Retirement System (Alternative Investments)	4664				
Senior Investment Officer, Public Employees' Retirement System (Asset Allocation/Risk Management)	4669				
Senior Investment Officer, Public Employees' Retirement System (Fixed Income)	4676				
Senior Investment Officer, Public Employees' Retirement System (Global Equities)	4681				
Senior Investment Officer, Public Employees' Retirement System (Real Estate)	4691				
Senior Portfolio Manager, Public Employees' Retirement System (Alternative Investments)	4659				
Senior Portfolio Manager, Public Employees' Retirement System (Fixed Income)	4674				

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Senior Portfolio Manager, Public Employees' Retirement System (Global Equities)	4679	M01	0 – 75% of Annual Base Pay	9M	CalPERS
Senior Portfolio Manager, Public Employees' Retirement System (Real Estate)	4688				
Senior Portfolio Manager, Public Employees' Retirement System (Asset Allocation/Risk Management)	4698				

CRITERIA
Employees in positions designated in Government Code Section 20098 who have been evaluated in accordance with the Board of Administration's Compensation Policies and Procedures for Chief Executive Officer, Chief Actuary, Chief Investment Officer, and Investment Management positions. An employee shall receive performance recognition pay only once in a fiscal year, based on performance during the preceding fiscal year.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	N/A
NDI	N/A
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No